

**Agreement between the Township of Hamilton
and the CWA Local 1042 (White Collar)
(July 1, 2013 through December 31, 2018)
(Non-Police and Fire Collective Negotiations Agreement
Summary Form)**

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: Township of Hamilton County: Mercer

2 Employee Organization: White Collar Employees - CWA Local 1042 Number of Employees in Unit: 146

3 Base Year Contract Term: Jul 2008 - June 2013 New Contract Term: Jul 2013 - Dec 2018

SECTION II: Type of Contract Settlement (please check only one)

- 4 ☒ Contract settled without neutral assistance
- 5 ☐ Contract settled with assistance of mediator
- 6 ☐ Contract settled with assistance of fact-finder
- 7 ☐ Contract settled with assistance of super-conciliator
- 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☐ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 8,967,788

10 Longevity Costs in Base Year \$ 135,647

11 Total Salary Base \$ 9,103,435

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>7/1/2013</u>	<u>1/1/2014</u>	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>7/1/2016</u>
13 Cost of Salary Increments (\$)	<u>0</u>	<u>1,283</u>	<u>1,299</u>	<u>1,052</u>	<u>1,063</u>
14 Salary Increase Above Increments (\$)	<u>0</u>	<u>110,814</u>	<u>112,120</u>	<u>90,882</u>	<u>91,791</u>
15 Longevity Increase (\$)	<u>-8,313</u>	<u>-3,419</u>	<u>1,376</u>	<u>-3,756</u>	<u>-3,756</u>
16 Total \$ Increase (sum of lines 13-15)	<u>-8,313</u>	<u>108,678</u>	<u>114,875</u>	<u>88,178</u>	<u>89,097</u>
17 New Salary Base (\$)	<u>287,115</u>	<u>395,115</u>	<u>510,668</u>	<u>598,846</u>	<u>687,943</u>
18 Percentage increase over prior year	<u>-.09</u> %	<u>1.21</u> %	<u>1.26</u> %	<u>.96</u> %	<u>.96</u> %

**If contract duration is longer than five years, please add an additional page.*

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11 Total Salary Base \$ 9,103,435

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/2017</u>	<u>7/1/2017</u>	<u>1/1/2018</u>	<u>7/1/2018</u>	
13 Cost of Salary Increments (\$)	<u>1,073</u>	<u>1,084</u>	<u>1,369</u>	<u>1,386</u>	
14 Salary Increase Above Increments (\$)	<u>92,708</u>	<u>93,636</u>	<u>118,215</u>	<u>119,693</u>	
15 Longevity Increase (\$)	<u>6,073</u>	<u>-3,473</u>	<u>3,175</u>	<u>1,875</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>99,855</u>	<u>91,247</u>	<u>122,758</u>	<u>122,953</u>	
17 New Salary Base (\$)	<u>787,797</u>	<u>879,044</u>	<u>1,001,802</u>	<u>1,124,756</u>	
18 Percentage increase over prior year	<u>1.07</u> %	<u>.96</u> %	<u>1.28</u> %	<u>1.27</u> %	<u>.</u> %

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Overtime	214,698	0	2,684	2,717	2,201	2,223
	Sick Time Buyback	80,730	0	1,009	1,022	828	836
20	Totals(\$):	9,160,587	9,160,587	9,275,094	9,391,033	9,484,943	9,579,793

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

	Base Year	Year 1
21 Health Plan Cost	\$ 2,054,456	\$ 1,853,526
22 Prescription Plan Cost	\$ 549,628	\$ 505,907
23 Dental Plan Cost	\$ 163,690	\$ 164,147
24 Vision Plan Cost	\$ 14,043	\$ 14,043
25 Total Cost of Insurance	\$ 2,791,817	\$ 2,537,623
26 Employee Insurance Contributions	\$ 0	\$ 144,776
27 Employee Contributions as % of Total Insurance Cost	0 %	5.7 %

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19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
	Overtime	214,698	2,245	2,268	2,863	2,899	
	Sick Time Buyback	80,730	844	853	1,077	1,090	
20	Totals(\$):	9,160,587	9,675,591	9,772,346	9,894,501	10,018,182	

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21 Health Plan Cost	\$ 2,054,456	\$ 1,853,526
22 Prescription Plan Cost	\$ 549,628	\$ 505,907
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Employer: Township of Hamilton

Employee Organization: White Collar Employees - CWA Local 1042

Page 3

Section VI: Medical Costs (continued)

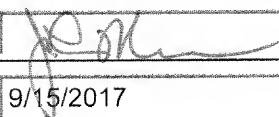
28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: John F. Ricci

Position/Title: Business Administrator

Signature: 

Date: 9/15/2017

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016